

SENT VIA EMAIL

September 10, 2012

Robert Sapien, President
San Jose Fire Fighter, IAFF Local 230
425 E. Santa Clara Street, Suite 300
San Jose, CA 95113

RE: Sick Leave Payout

Dear Robert:

As you recall, the City and the San Jose Fire Fighters, IAFF Local 230 (IAFF Local 230) reached an agreement for a successor Memorandum of Agreement in March 2011 that included a side letter to negotiate over the sick leave payout benefit. Since September 2011, the City and IAFF Local 230 have engaged in discussions about sick leave payout, including exchanging correspondence on this issue as well as offering respective proposals related to sick leave payout. Unfortunately, despite the City and IAFF Local 230's best efforts, we have not been able to come to an agreement to address sick leave payout.

In an effort to come to an agreement on this matter, please find enclosed a proposal on sick leave payout similar to what the City agreed to with other bargaining units. In brief, the attached City proposal eliminates sick leave payout for those employees hired on or after September 30, 2012, while maintaining the benefit for employees hired on or before September 29, 2012, subject to negotiations on a successor agreement in 2013. We hope that the enclosed proposal is acceptable to IAFF Local 230.

Please let us know on or before September 24, 2012, whether IAFF Local 230 will accept the enclosed proposal on sick leave payout.

Sincerely,



Alex Gurza
Deputy City Manager

c: Chris Platten, Wylie, McBride, Platten & Renner
Jennifer Schembri, Assistant to the City Manager

Enclosure

CITY PROPOSAL – SICK LEAVE PAYOUT

Any employee hired on or after September 30, 2012, shall not be eligible for any Sick Leave Payout.

Sick Leave Payout for employees hired on or prior to September 29, 2012, shall remain status quo as provided for in the Memorandum of Agreement with the San Jose Fire Fighters, IAFF Local 230 (IAFF Local 230). Sick Leave Payout for employees hired on or prior to September 29, 2012, shall be subject to negotiations on a successor agreement in 2013.